



# GENDER PAY GAP REPORT 2020/21

INVESTIGO

# INVESTIGO UK

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At Investigo, we have a commitment to employee diversity, equality and inclusion and carry out all our recruitment, promotional and reward activities on purely meritocratic basis.

We always welcome greater transparency and will take positive actions to address pay differences that exist between men and women in the UK. We now have the opportunity to present our first report on our gender pay gap for 2020-2021 period, along with a narrative and further initiatives to promote equality and inclusivity at Investigo.





# OUR GENDER PAY AND BONUS GAP

Investigo Ltd is a recruitment business supplying staffing solutions to a wide range of public sector and private hiring organisations.

This shows our overall mean and median gender pay and bonus gaps when we combine both our employees with our temporary workers who are on assignment with on client sites (as per the statutory requirement).

The gender gaps at Investigo exist for a number of reasons.

Investigo's analysis of its pay and bonus data shows that the gap is largely driven by the fact that there are more men in senior higher paid roles than women and that a significant proportion of these senior roles are Executive Board and Operational Board.

It must also be noted that we have a higher proportion of males than females who work in temporary roles on assignment with our clients, often in more senior roles and with higher levels of relative pay.

Our gender pay gap is not as a result of men and women being paid differently for the same jobs. At Investigo men and women in the same roles are broadly paid the same within a job pay range.

Nearly ninety percent of Investigo's people who responded to our most recent employee engagement survey stated: *'I am paid fairly for the work I do'*. We are committed to an inclusive culture that rewards people based on merit.

Our bonus pay gap is largely driven by our top performers consisting of a higher male population, and are rewarded on a transparent meritocratic framework.

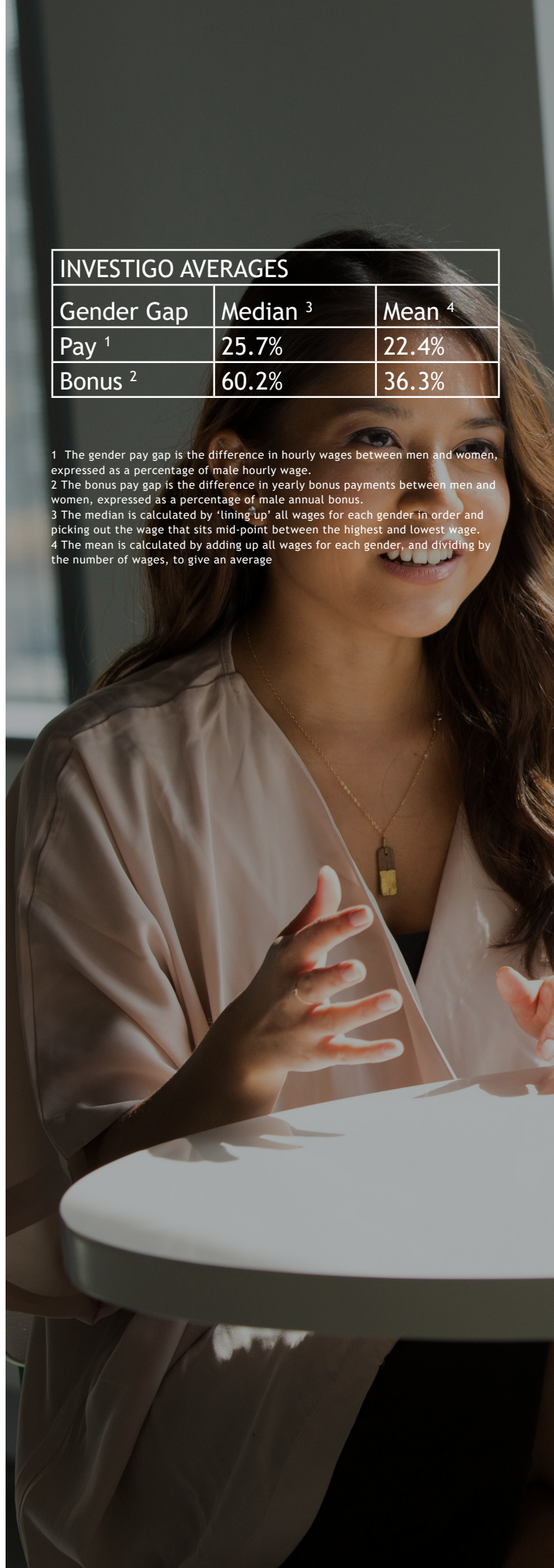
INVESTIGO AVERAGES		
Gender Gap	Median <sup>3</sup>	Mean <sup>4</sup>
Pay <sup>1</sup>	25.7%	22.4%
Bonus <sup>2</sup>	60.2%	36.3%

1 The gender pay gap is the difference in hourly wages between men and women, expressed as a percentage of male hourly wage.

2 The bonus pay gap is the difference in yearly bonus payments between men and women, expressed as a percentage of male annual bonus.

3 The median is calculated by 'lining up' all wages for each gender in order and picking out the wage that sits mid-point between the highest and lowest wage.

4 The mean is calculated by adding up all wages for each gender, and dividing by the number of wages, to give an average



In order to ensure we have an inclusive culture, Investigo has recently reviewed its Diversity, Equality and Inclusion strategy which aims to *‘truly understand our internal demographics and ensure we attract and retain the best talent with inclusion and equality at the heart of our culture. We will look to drive long term change across the business where needed’*. We have recently become a member of the Employers Network for Equality and Inclusion to help with achieving this aim. We also have a ‘Women’s Forum’ which sits within the DEI strategy. This group focuses on raising awareness around issues that specifically affect women in the workplace as well as on amplify the voice of women. The group membership also includes male allies.

We recognise that our focus on equality and inclusion is not only good for our people, helping to attract and develop the very best talent to lead us into the future, but is also good for our clients on whose behalf we carry out recruitment activities.

Sarah House-Barklie, HR Director at Investigo says ‘ We are continuously looking at how we can be as fair and inclusive as possible. We look carefully at our data on an ongoing basis to understand the nuances and outcomes for the different groups that exist across our organisation, recognising any gaps between policy and practice that may contribute to any inequalities in pay. That way, we can authentically take corrective actions rather than subjective. While our headline gender pay and bonus gap data points out that today there are more men in senior positions than women, we have recently moved our efforts to focus on developing female talent towards future leadership and performing roles with our talent pipeline. We will continue to review and implement measures to combat any gaps we identify.’

## VENDOR NEGOTIATION

1. We will look to promote our Accelerating My Career Programme across the female population of the business to ensure opportunities for women to enhance their careers are maximised. Female mentorship and coaching has been proven to be one of the best ways to build sustainable female leadership and this is something we are committed to achieving.
2. Review our attraction, selection and promotional processes, to ensure there are no biases or barriers to females moving up through the talent pipeline. This will include providing further training to hiring managers.
3. Continue to implement the DEI strategy across the business, focused on ensuring equality and inclusion for all. Encouraging even greater participation within the Women’s Forum with more events and topics aimed at driving female confidence, ambition and productivity.
4. We will carefully review our talent pipeline on a regular basis as an Operational Board to ensure a focus is kept on how we develop and support the female population across the business, ensuring a fair and equal approach for all.

We confirm the data reported is accurate.



Haresh Vaya  
Finance Director



Sarah House-Barklie  
People & Culture Director